USACE…Committed to Diversity

AGENDA

- National Hispanic Demographics
- USACE Hispanic Demographics
- Memorandum of Understanding between USACE and the HENAAC

Cultural Quiz

Question 1

If you are called "mas loco que una cabra", are you . . .

1. *sweeter than sugar*
2. crazier than a goat

Correct answer: ***crazier than a goat!***

Cultural Quiz

Question 2

How do you say "United States" in Spanish?

1. *Unidos Estados*
2. *Estados Unidos*

Correct answer: ***Estados Unidos!***

Cultural Quiz

Question 3

If you're allergic to milk, which one is probably okay to eat?

1. *Dulce de Leche*
2. *Queso*
3. *Paella*

Correct answer: ***Paella!***

Cultural Quiz

Question 4

En español, a student in school is an "estudiante." What is a female teacher?

1. *Maestro*
2. *Maestra*

Correct answer: ***Maestra!***

Cultural Quiz

Question 5

¿Cómo se dice "little by little"?

1. *Poco a Poco*
2. *Gatas a Gatas*

Correct answer: ***Poco a Poco!***

Cultural Quiz

Question 6

Does the name of the Florida city Boca Raton mean . . .

1. *Rat Mouth*
2. *Big Mouth*
3. *Mouse Mouth*

Correct answer: ***Mouse Mouth!***

Cultural Quiz

Question 7

If you are trying to leave a building, which door should you chose . . .

1. *Salida*
2. *Entrada*

Correct answer: ***Salida!***

Cultural Quiz

Question 8

Bayamón, Puerto Rico is the City of the "Chicharrón." Is that the City of the . . .

1. *Grape Fruit*
2. *Grasshopper*
3. *Pork Rind*

Correct answer: ***Pork Rind!***

Cultural Quiz

Question 9

En ingles, what is the holiday Día de la Raza called . . . .

1. *Halloween*
2. *Columbus Day*
3. *Day of the Dead*

Correct answer: ***Columbus Day!***

Cultural Quiz

Question 10

How do you wish someone "happy birthday" en español?

1. *Feliz Cumpleaños*
2. *Feliz Navidad*

Correct answer: ***Feliz Cumpleaños!***

Hispanic Americans By the Numbers

US Census

Population

- **42.7 million**
  The estimated Hispanic population of the United States as of July 1, 2005, making people of Hispanic origin the nation's largest ethnic or race minority. (14% of the nation's total population.)
- **About 1**
  . . . of every two people added to the nation's population between July 1, 2004, and July 1, 2005, were Hispanic.
- **3.3%**
  Percentage increase in the Hispanic population between July 1, 2004, and July 1, 2005, making Hispanics the fastest-growing minority group.
- **102.6 million**
  The projected Hispanic population of the United States as of July 1, 2050. According to this projection, Hispanics will constitute 24% of the nation's total population on that date.

Population

- **64%**
  The percentage of Hispanic-origin people in households who are of Mexican background.
- **27.2**
  Median age, in years, of the Hispanic population in 2005. This compares with 36.2 years for the population as a whole.
- **107**
  Number of Hispanic males in 2005 per every 100 Hispanic females. This was in sharp contrast to the overall population, which had 97 males per every 100 females.

States and Counties

- **49%**
  The percentage of the Hispanic-origin population that lives in California or Texas. California is home to 12.4 million Hispanics, and Texas is home to 7.8 million.
- **43%**
  The percentage of New Mexico's population that is Hispanic, highest of any state.
- **4.6 million**
  The Hispanic population of Los Angeles County, Calif. —the largest of any county in the nation.
- **19**
  Number of states in which Hispanics are the largest race or ethnic minority group.

Business

- **1.6 million**
  The number of Hispanic-owned businesses in 2002.
- **Triple**
  The rate of growth of Hispanic-owned businesses between 1997 and 2002 (31%) compared to the national average (10%) for all businesses.
- **$222 billion**
  Revenue generated by Hispanic-owned businesses in 2002, up 19% from 1997.
- **44%**
  . . . of all Hispanic-owned firms were owned by people of Mexican origin.
- **29,184**
  Number of Hispanic-owned firms with receipts of $1 million or more.

Families & Children

- **9.5 million**
  The number of Hispanic families who reside in the United States. Of these families, 63% include their children under 18 years old.
- **67%**
  The percentage of Hispanic families consisting of a married couple.
- **44%**
  The percentage of Hispanic families consisting of a married couple with children under the age of 18.
- **65%**
  Percentage of Hispanic children living with two parents.
- **22%**
  Percentage of population under age 5 that is Hispanic, as of July 1, 2005.

Income and Poverty

- **$34,241**
  The real median income of Hispanic households in 2004, *unchanged* from the previous year.
- **21.9%**
  The poverty rate among Hispanics in 2004, *unchanged* from 2003.
- **32.7%**
  The percentage of Hispanics who lacked health insurance in 2004 *unchanged* from 2003.

Education

- **58%**
  The percentage of Hispanics age 25 and older who had at least a high school education in 2004.
- **12%**
  The percentage of the Hispanic population age 25 and older with a bachelor's degree or higher in 2004.
- **2.7 million**
  The number of Hispanics age 18 and older who had at least a bachelor's degree in 2004.
- **714,000**
  Number of Hispanics 25 years and older with advanced degrees in 2004 (e.g., master's, professional, doctorate).
- ***11%***
  Percentage of all college students in October 2004 who were Hispanic.

Jobs

68%
Percentage of Hispanics age 16 and older who are in the civilian labor force.

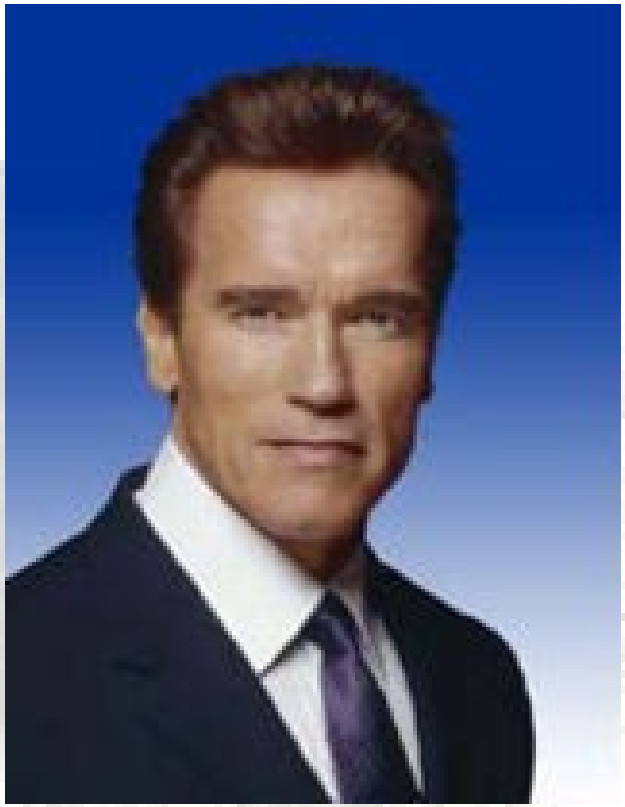
- **18%**
  The percentage of Hispanics who work in managerial, professional and related occupations.
- **24%**
  Hispanics working in service occupations,
- **22%**
  …in sales and office jobs,
- **15%**
  …in construction, extraction and maintenance jobs and
- **19%**
  …in production, transportation and material moving occupations.

Serving our Country

1.1 million

The number of Hispanic veterans of the U.S. Armed Forces.

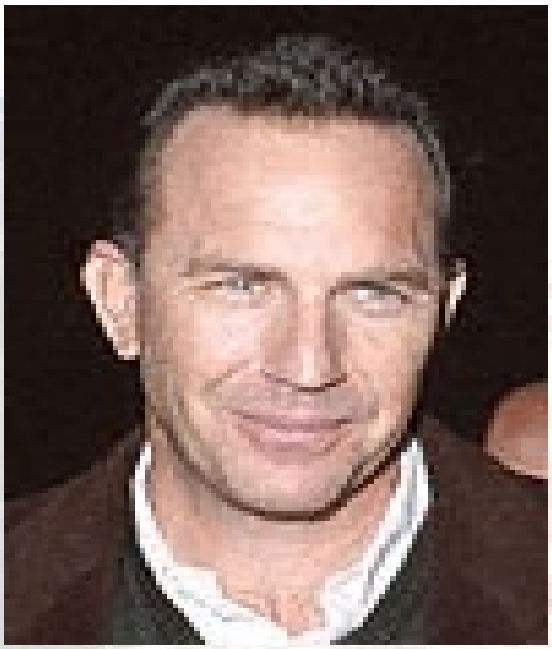
WHO
IS
MAS
MACHO??



Arnold Schwarzenegger

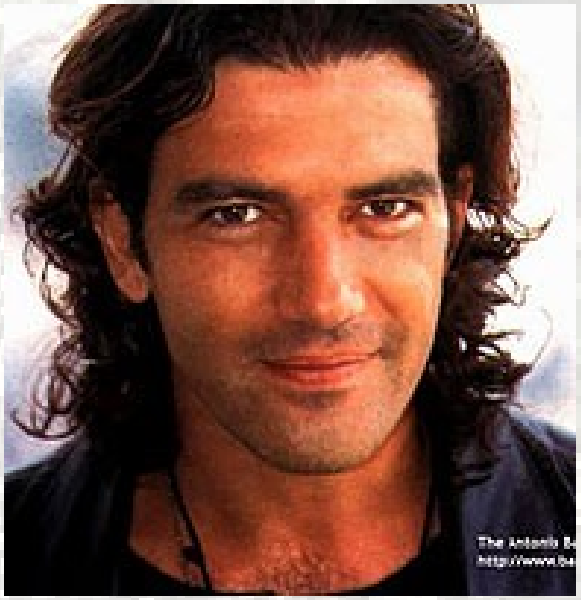
or

Ricardo Montalban



Kevin Costner

or



Antonio Banderas

Carlos Estevez
AKA Charlie Sheen

OR

Mike Tyson
AKA ???

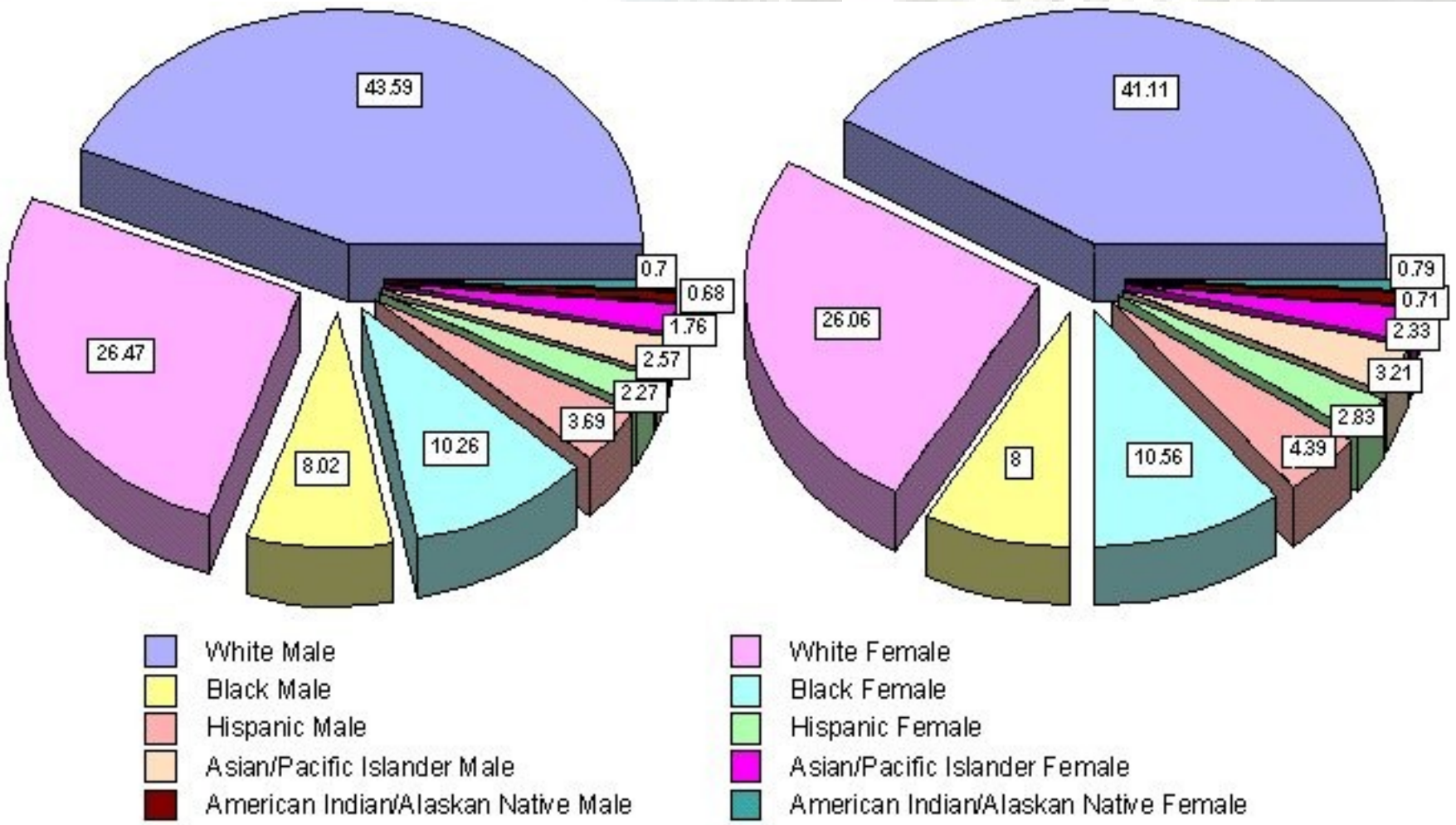
Andy Garcia

OR

Pedro Infante

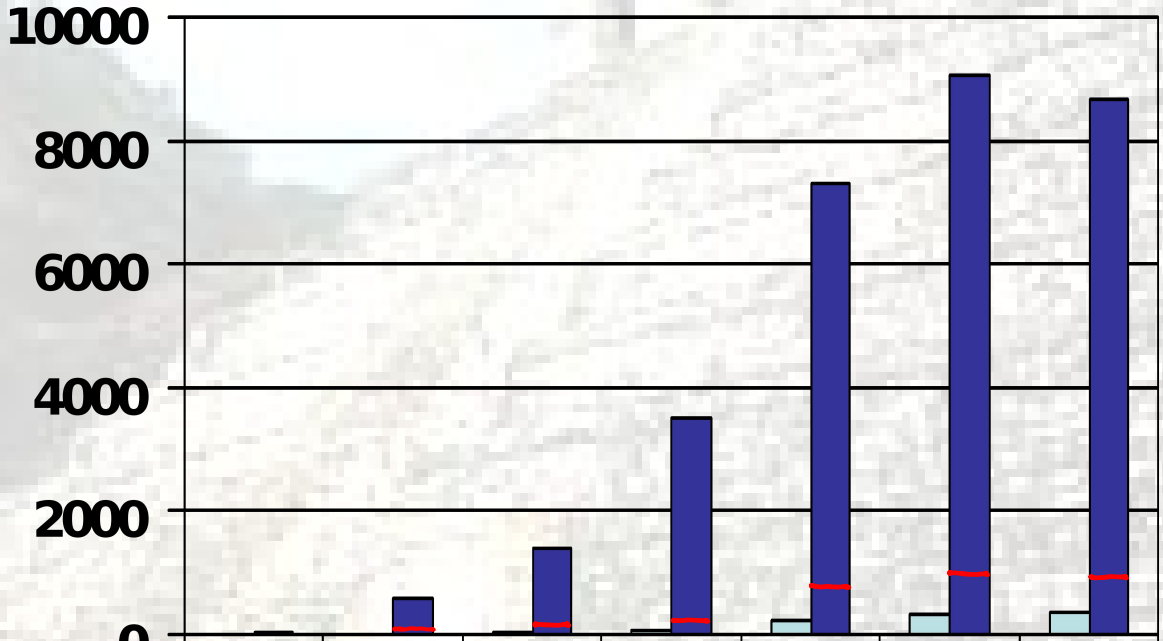
Federal and USACE Workforce Profile

Composition of Federal Workforce
Percentage of Total Employees
FY 1994 / FY 2003



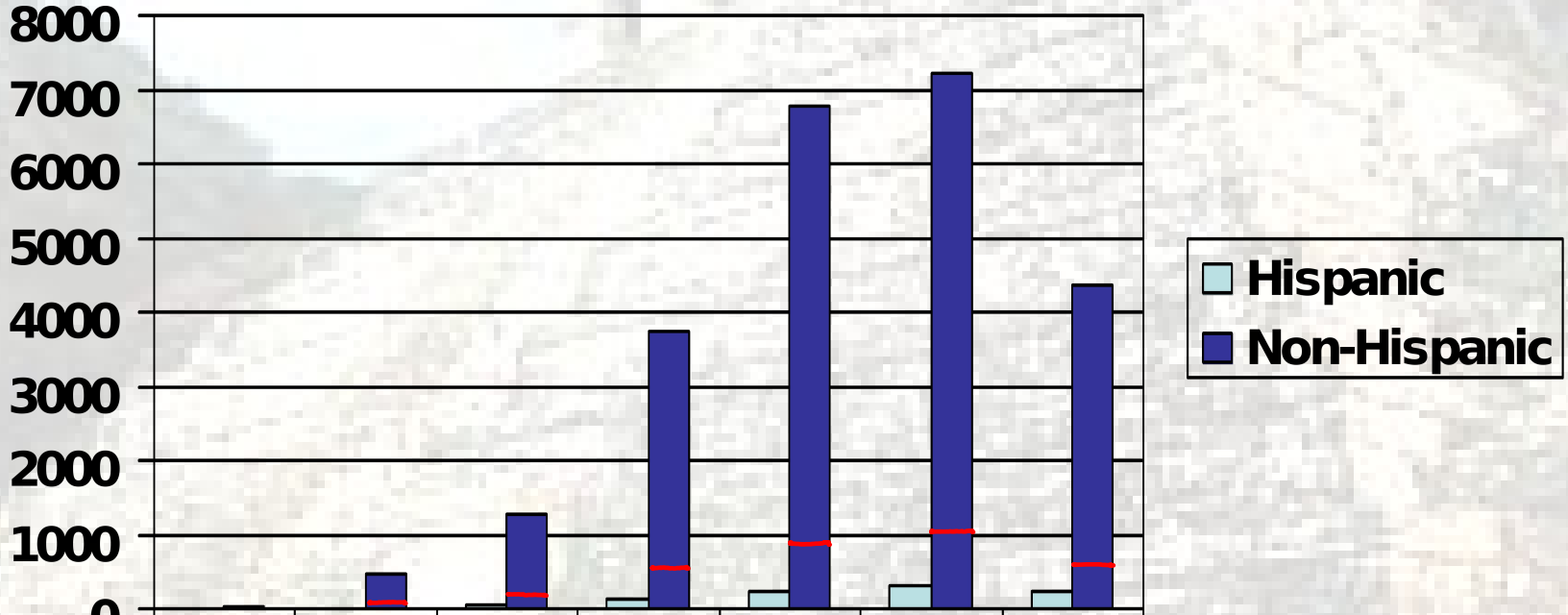
Source: EEOC

USACE Distribution by GS Series FY 1995



	SES	GS 15	GS 14	GS 13	GS 12	GS 9-11	GS 1-8
Hispanic	1	6	27	79	235	309	373
Non-Hispanic	34	583	1392	3509	7308	9070	8684

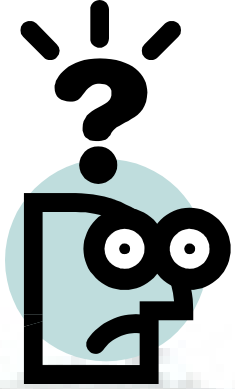
USACE Distribution by GS Series FY 2005



	SES	GS 15	GS 14	GS 13	GS 12	GS 9-11	GS 1-8
Hispanic	1	10	40	117	241	318	239
Non-Hispanic	36	459	1275	3750	6788	7221	4365

FACTS

- Corps has the highest percentage of its work force in the 50 to 59 age group
- Forty-four percent of our workforce is employed in Corps mainstream mission areas.
- Approximately 15 percent of our engineering series employees are retirement eligible
- Retirement rates are projected to increase within the next 5 years up to 26% within our engineering series.



So What Are These Charts Saying?

- General Hispanic workforce in USACE is not reflective of the population or the Civilian Workforce
- Opportunities forthcoming within the next 5 years

HENACC/USACE MOA
Goals

- **The partnership will work in creating a pipeline of expertise and talent for the USACE.**
  - Increase employment opportunities for Hispanic science
    to, engineering, mathematics, and technology students and professionals within USACE.
  - Increase educational and professional development opportunities; to support USACE in meeting its strategic vision and its technical and scientific objectives.
- **Assist USACE in diversifying its engineering, science, mathematics and technology workforce**

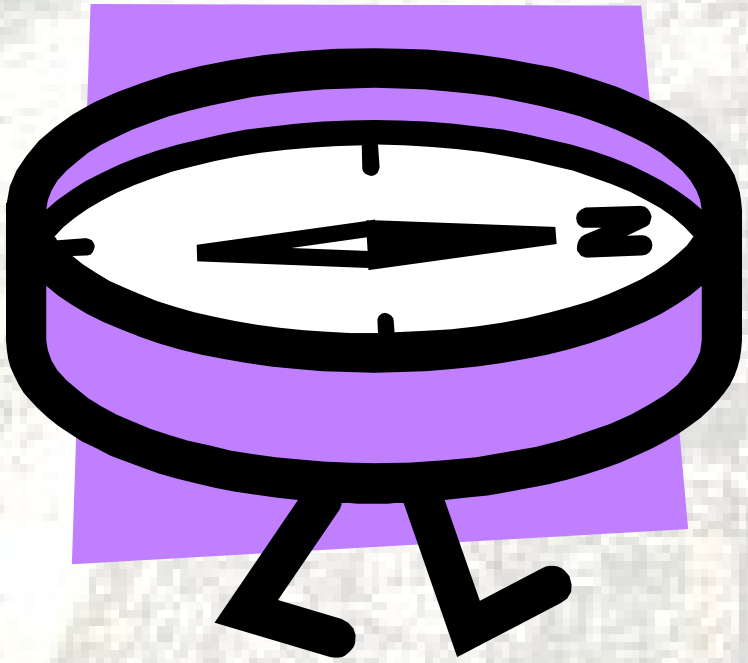
Activities and Events to Support the MOA

- **Hosting Viva Technology Sessions**
- **Active Participation in the HENAAC Awards Program**
- **Speaking Engagements**
- **Recruitment**
  - *Job Fairs* (POC: TBD)
  - *Student Summer Hires*
  - *COOP Program*

Activities and Events to Support the MOA

- *Contracting with Hispanic Small Business*
- *Partnership with Predominantly Hispanic Universities*
- *Education*
  - *Continuing Education Programs*
  - *Advance Education Programs*
  - *Exchange or Developmental Programs*

What should you be doing?



Plan your career now:

Have you determined your short and long range career objectives ?

If not, now is the time to decide what you want to achieve and how to get there.

HOW? Start with…

Knowing the Basics:

Research your career program /career field

Review your Army Civilian Training, Education and Development System *ACTEDS* Plan and civilian leadership common core curriculum

Identify

- ✓career ladders and key positi
- ✓recommended development
- ✓career advisors (CoP leaders & career

As you move up the ladder, you must:

master and apply the

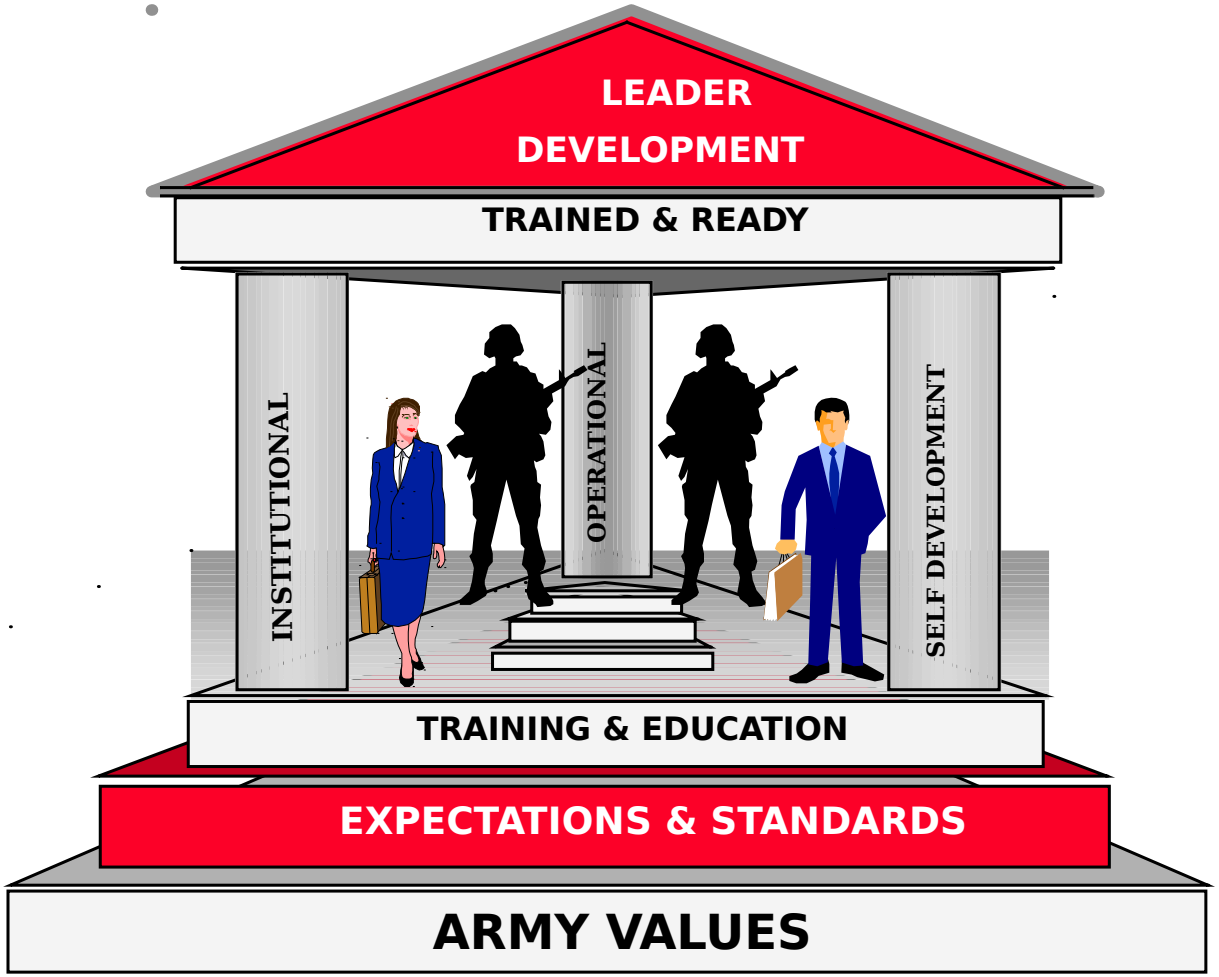
EXECUTIVE CORE QUALIFICATIONS (ECQ)

and supporting

LEADERSHIP COMPETENCIES

Let the Leader Development Model

nt



Apply for and enroll in the leader development programs

advertised in the

ACTEDS Prospect Training On-line

Enhance your competitive edge

- Broad functional and managerial experience
- Networking skills
- Professional reputation
- Mentoring
  - Seek and obtain a mentor
  - Lead and mentor your people

GS-5 TO GS-7

Do you have an undergraduate degree?

If not, consider working on it

Check with your supervisor
on the possibility of
tuition assistance for courses

Are you a career program intern?
If not, look into it. Most of Army's
senior managerial and executive
positions
are in career programs.

If you are not an intern now

Go for bridge positions,
e.g., management assistant
or budget assistant

Check out local intern programs (same training, mobility may not be required)

Apply for upward mobility programs

Be available for details or developmental assignments and training

GS-9 TO GS-11

Are you working on your master's degree?

Are you seeking more responsible assignments?

Are you getting training according to your plan?

Are you functionally, organizationally and geographically mobile?

GS-12 TO GS-13

Are you building leadership competencies through education, training and broad job experiences?

Are you developing a reputation as a leader?

Do you know how USACE runs?

Are you leading PDTs, Projects and/or work groups?

Are you polishing your networking skills?

GS-14 TO GS-15

Have you mastered the executive core qualifications?

Are you a supervisor ?

Do you have a masters degree

Are you in an organization with senior executive level positions?

Are you applying your leadership and functional competencies in key leadership positions?

To become a senior manager or executive you must have:

- Technical competence
- Executive core qualifications (ECQ)
- Broad functional experience
- Senior level supervisory experience
- Outstanding professional reputation
- Leadership training and experience
- Academic credentials

GS-14 TO GS-15

Learn about the

Senior

Executive

Service

(SES)

Discover how to apply for an SES position

YES,

CAN DO IT!!

Thank you….